

**Memorandum of the Meeting  
Regular (Rescheduled) Study Session/Meeting  
Twenty-Sixth Town Council of Highland  
Tuesday, February 02, 2010**

The regular (rescheduled) session of the Twenty-Sixth Town Council of the Town of Highland was convened at the regular place, the Highland Municipal, 3333 Ridge Road, Highland, Indiana, in the plenary meeting chambers on **Tuesday, February 02, 2010** at the regular time of 7:00 o'clock p.m.

**Silent Roll Call:** Councilors Bernie Zemen, Dan Vassar, Brian Novak, Konnie Kuiper and Mark A. Herak were present. The Clerk-Treasurer Michael W. Griffin was present to memorialize the proceedings. A quorum was attained.

**Also present:** Robin Carlascio of Idea Factory, Newsletter Editor; and Ed Dabrowski of the Park and Recreation Board were also present.

**General Substance of Matters Discussed**

1. The Town Council discussed the issue of a recent comment about the Dog Impound as shared by Mr. Terry Fuqua, a resident of the Town. The Town Council President reported that the issue has been reviewed and that there was some misrepresentation about conditions.
2. The Town Council discussed the method of establishing the base pay employed by the Town of Munster in fixing the base for police pension under the 1925 and the 1977 plan. It was noted that the First Class Patrol Officers actually are paid in different rates of pay all fixed and it is hourly. The discussion included discussions about the possibility of raising the basis for pensions and the possibility of converting the clothing allowance as salary instead. It was noted all would raise the cost of compensation at a time when the Town is still in deficit. The Town Council seeks a sample of the wage and salary ordinance of the Town of Munster.
3. The Town Council also discussed the possibility of having a direct dispatch process for the ambulance service with Prompt as employed in Munster. It was noted that once the 911 call comes in, in Munster, the call then is immediately transferred to Prompt rather than held at the dispatching center in Munster. The Town Council suggested that this should be reviewed and explored for application to Highland.
4. The Town Council discussed the proposed specifications for bids that were prepared by the Public Works Director for the pending bid seeking for solid waste and recycling collections services.
5. The Town Council discussed the current benefit related to the ability of Managers to buy up to one week of any accrued vacation that may be carried by an employee and whether or not the benefit should be removed. The discussion further included whether or not the practice of allowing persons who intend to separate or retire from the work to remain on the books to be paid out.
6. The Town Council discussed whether or not to change the permanent meeting from Mondays to Tuesdays to accommodate the training conflicts at Councilor Novak's workplace. The discussion included exploring the possibility of remaining with Mondays and perhaps change to the first and third Mondays for the plenary business meeting as an alternative.

7. The Town Council also discussed the prospect of providing for the Scott Cherry of the Skillman Group to meet with the Town Council about possibility performing project management for the possible public safety facility.

There being no further business to come before the Town Council, the regular (rescheduled) study session of the Town Council, of **Tuesday, February 02, 2010**, was adjourned 8:10 o'clock p.m.

Michael W. Griffin, IAMC/MMC/CPFA  
Clerk-Treasurer